

## ANNUAL REPORT ON AUDIT COMMITTEE ACTIVITIES

(1.1-31.12.2019)

In 2019 the Audit Committee held 7 meetings attended by all members. At those meetings the Audit Committee addressed the following issues:

### I. External audit / Financial Statements

Before the audit was carried out, the Audit Committee was briefed by the Certified Auditor about the schedule for the annual statutory audit of the Company and Group's financial statements for the year 2018 and the audit approach followed in relation to it, and it confirmed that it covered the most important audit areas.

During preparation of the financial reports, it held meetings with the Company's competent management executives and with the Certified Auditor during the audit planning stage and took into account and examined the most important issues which could have an impact on the Company and Group's financial statements.

It contacted the Ordinary Certified Auditor to prepare the Audit Reports and the supplementary Audit Report required by Article 11 of Regulation (EU) No 537/2014 on the annual and periodic separate and consolidated financial statements for the year 2018.

The Audit Committee reviewed the Financial Reports (2018 report and half-yearly report for the period 1.1.2019 - 30.06.2019), assessed their completeness and consistency with the information provided to it, examined whether the Accounting policies applied by the Company in preparing the separate and consolidated financial statements were complied with and submitted a positive recommendation to the BoD for their approval.

In addition, it proposed to the Company's Board of Directors that the auditing firm SOL S.A. be re-appointed to audit the separate and consolidated financial statements for the year 2019, to review the Company's half-yearly financial statements as at 30.6.2019 and to issue the annual tax certificate for the same period.

The Certified Auditors in turn confirmed to the Audit Committee that they were independent and presented the terms of reference for the audit of the Financial Statements for the year 2019: Responsibilities of the Auditor - Management Responsibilities

### II. Company Internal Audit Unit

The Audit Committee was informed about the principles governing how the Company's Internal Audit Unit operates.

It examined and approved the annual audit plan for the year 2019 and was briefed about the reports on the audits carried out. More specifically, the audits carried out focused on the HR Functions Audit, Procure to Pay Audit, Treasury Audit and Corporate Governance Audit.

Lastly, the Audit Committee submitted a recommendation to the Company's Board of

Directors to assign services relating to the evaluation report specified in Article 99(3)(f) of Law 4548/2018 to an independent auditing firm in order for the Company to provide a guarantee to its subsidiaries.

### **III. Sustainable Development Policy**

The Intracom Holdings Group attaches primary importance to the value of environmental responsibility. That belief is also confirmed by the fact the since its early years of operation the Group has shown itself to be particularly socially aware, playing a leading role in initiatives to contribute to environmental protection in practical terms.

It is common cause that high tech companies play a major role in protecting ecosystems because they offer a sustainable, alternative solution to physical transport processes. The Intracom Holdings Group is committed to maintaining an environmentally aware and responsible position and to managing its activities accordingly, implementing preventative measures to protect the environment and minimising any negative environmental impacts that may arise.

To that end, companies in the Group have developed and put in place Environmental Management Systems (EMS) that offer a well-structured approach to environmental issues and ensure continuous improvements in environmental performance by adopting specific environmental targets and documenting and monitoring programmes designed to achieve those targets.

In that context, methods for identifying and evaluating all environmental issues that arise from the Group's operations and their relevant environmental impacts have specified and documented. Evaluation is done using predefined criteria, that include the applicable legislation and regulatory requirements. Continuous information about developments and future trends in national and EU environmental laws is provided thanks to access to legal databases.

#### **Environmental activities**

- Waste Management
- Recycling
- Use of more environmentally friendly materials
- Natural resource savings
- Eco product design
- Environment and local communities

#### **Corporate responsibility**

Intracom Holdings is fully aligned with the 10 principles of the UN Global Compact relating to human rights work, the environment and anti-corruption. Unwavering in its principles and values, the Company pursues business in a rational, sustainable manner, and offers an



excellent working environment, provides practical support to the local communities it operates in, and places emphasis on innovation and life-long learning.

As one of the first Greek companies to attain SA 8000 (social accountability) certification, the Company guarantees the existence of a safe work environment, implements non-discrimination policies and offers equal opportunities to all employees irrespective of gender, age or nationality. In addition, employees' trade union rights are fully respected, H&S rules are strictly adhered to, and open door policies are implemented in a consistent fashion.